

BEHAVIORAL COVENANTS

We are “GRACE” driven, meaning we are all without hope except for the saving gift of Jesus Christ and Him crucified, provided by our loving GOD, to re-unite us to Him by the sacrifice of His one and only Son for all the lost of this world and we desire to respond with fullness to His love in every way.

Based on this, we covenant and pledge our love to forgive, believe, love others and ourselves, serve, and worship fully and be transformed continually to be what He wants us to be, though being imperfect, yet pursuing perfection which He will give us one day in the hereafter.

We agree to the Behavior Covenants as follows due to the fact we are human and humans in their imperfectness will have conflict and disagreement and we do not want, nor believe GOD wants, these conflicts or disagreements to divide us and cause strife, but instead to reach above these events and issues to a more spiritual result and produce harmony and unity rather than division and strife. We believe the early church grew astoundingly because of “one another” relationships being built daily and continually throughout their lives in every aspect of their lives. Therefore, we now covenant as follows, to-wit:

1. We will live by the Golden Rule. (ref. Matthew 7:12; Galatians 5:14; and Romans 13:8-10)
2. We will not gossip, nor be loose tongued and will not participate even in silence when gossip is or shall occur before us and to do nothing is participation in the same. (ref. Philippians 2:1-4; Ephesians 4:29-32)
3. We will believe “good” intentions first, not the worst. (ref. Philippians 2:1-4; Ephesians 4:1-3)
4. We will forgive completely or we will seek assistance (without promotion of gossip) from a mentor or counselor to achieve better and more complete forgiveness. (ref. I Corinthians 13:5)
5. If conflict arises, even if we are the offended person, we will move quickly to resolve the conflict in the manner and direction of Matthew 18:15 by going directly to our brother (or sister) to resolve the conflict, and if this fails then we will quickly use a witness or two (wise mentors or counselors within the church) to resolve the issue according to Matthew 18:16. If the conflict cannot be resolved at this point, we will give the conflict and issue(s) over to the Elders for resolution and wise counsel according to Matthew 18:17. (ref. Matthew 5:23-24)
6. If we are not a party to the conflict, we will encourage others to resolve their conflicts in the same manner and direction. (ref. James 5:19-20)
7. We will pray without ceasing while any conflict exists, specifically praying for GOD’s guidance, intervention, and assistance to resolve the conflict to have an “Agape” love result. (ref. I Corinthians 9:19-23 and Matthew 5:23-24)
8. We will pray for understanding and knowledge as mentioned and as provided in Philippians 1:9-11 to be able to exercise “Agape” love for everyone and avoidance is not or will not be an option or solution, except for a season or temporary time period to be able to seek GOD’s wisdom.

9. If a conflict cannot be resolved within the church as provided above, we will listen and accept wise counsel and advice from the eldership to seek resolution of any conflict by a recommended 3rd party counselor or professional outside of the congregation.
10. We will value the Koinonia relationship with our brother (or sister) over the merits of any issue or conflict. (ref. Matthew 5:23-24; Philippians 2:1-4; Romans 13:8-10; and Galatians 5:22-26)
11. We will appreciate diversity and respect each part (person) of the body (congregation) (ref. I Corinthians 12:4-7, 15-26).

Additional Leadership Covenants

I additionally and further recognize the importance of leadership and the need to visibly model conflict resolution values to the congregation and the participants in the ministry which I lead so that future leadership will produce, exhibit, and model as well the necessary values to produce successful ministry and harmony among the participants and recipients thereof. We additionally covenant as follows, to-wit:

Deacon & Ministry Leader Covenants

1. We promise to demonstrate our leadership and commitment to our congregation and our ministry by modeling these covenants to others.
2. We promise to support and encourage our fellow deacons, ministry leaders, ministers, and staff, and eldership so that their efforts can be most productive.
3. We provide our best efforts to achieve through our ministry harmony with the congregation and other ministries in the congregation.

Staff/ Minister Covenants

1. We will value other members of our staff over our personal interests.
2. We will encourage other staff members and support their work and activities and pray for their success with their particular ministry.
3. We will always respect all other staff members and never publicly criticize them in front of others and will take our disagreements and conflicts behind closed doors, always presenting ourselves before others as a "Team".
4. We are expected to be leaders and models of the Behavioral Covenants of Creekside.
5. We will maintain confidentiality in staff meetings and conversations, including our meetings and conversations with the eldership.
6. We will share with others in the staff any complaints given to us about them and inform anyone complaining that we will be sharing their complaint with that staff member with the direct purpose to reconcile the difference and direct them to go directly to that staff member and we will not participate in the complaint otherwise.

Elder Covenants

1. We will direct complaints and/or accusations against anyone to be taken first directly to

the individual person complained of before same is presented to the eldership in the model provided in these Behavioral Covenants.

2. We will inform persons with complaints that we will pursue reconciliation with the complained of party and will not merely hear complaints without taking action on them.
3. We promise to be frank and direct in dealing with difficult issues and honest in everyway as men entrusted with protection of the unity and harmony of the congregation and its spiritual growth and development.
4. We will pursue reconciliation of any conflict in our congregation for achieving unity and harmony with every resource we have and are capable of, as good stewards who have been entrusted with and accountable for Our Lord's greatest resource, His People.

Acknowledgment

I have read the above and foregoing Behavioral Covenants, as member, ministry leader, staff member, and/or elder of Creekside, or in the event that I additionally become one of these parties at Creekside, and I believe these covenants are what GOD wants for me and I pledge and commit to the exercise of these covenants in conflicts which may occur at Creekside from time to time. I further agree that my fellow members and leadership at Creekside can rely upon my commitment made herein in writing to uphold these covenants as reference points to address all my interactions at Creekside. I further understand these covenants are not designed and not intended to be any form of a creed or arbitrary ritual, but by signing this I am merely reflecting my heart's desire to do what GOD wants for me if conflicts with other members arise.

Date: _____

Signature: _____